

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE		PAGE OF PAGES 1 2		
2. AMENDMENT/MODIFICATION NO. 0001		3. EFF. DATE 04/02/2008		4. REQUISITION/PURCHASE REQ. NO. 0282-08		5. PROJECT NO. (If applicable)	
6. ISSUED BY CODE FEDERAL BUREAU OF PRISONS FEDERAL MEDICAL CENTER - CARSWELL J STREET, BUILDING 3000 P.O. BOX 27066 FORT WORTH TX 76127				7. ADMINISTERED BY (If other than Item 6) CODE FEDERAL BUREAU OF PRISONS FEDERAL MEDICAL CENTER - CARSWELL J STREET, BUILDING 3000 P.O. BOX 27066 FORT WORTH TX 76127			
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and Zip Code)				9A. AMENDMENT OF SOLICITATION NO. X RFQ 50507-011-08			
				9B. DATED (SEE ITEM 11) 04/01/2008			
				10A. MODIFICATION OF CONTRACT/ORDER NO. /			
				10B. DATED (SEE ITEM 13)			
CODE		FACILITY CODE					

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☒ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☒ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15, and returning \_\_\_\_\_ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)  
FUNDS WILL BE OBLIGATED BY INDIVIDUAL TASK ORDERS

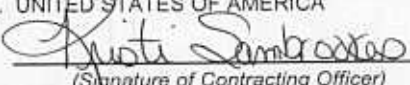
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS,  
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.	
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (Such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103 (b).	
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:	
D. OTHER (Specify type of modification and authority)	
E. IMPORTANT: Contractor <input type="checkbox"/> is not <input type="checkbox"/> is required to sign this document and return _____ copies to issuing office.	

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  
Amendment Number 0001 is issued to incorporate the following changes:

See Page 2

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) KRISTI SAMBROOKES	
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY  (Signature of Contracting Officer)	16C. DATE SIGNED 04/02/2008

2. AMENDMENT/MODIFICATION NO. 0001	3. EFF DATE 04/02/2008		
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14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible).

A. The following clauses should be added to 50507-011-08, Test Administrator:

52.222-41 Service Contract Act of 1965

52.222-42 Statement of Equivalent Rates for Federal Hires

52.222-43 Fair Labor Standards Act and Service Contract Act—Price Adjustment

B. Incorporate Attachment 1:

Wage Determination No. 2005-2513

15110 Test Proctor

Please include Amendment 0001 with your quotation.

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
| WASHINGTON D.C. 20210

**William W.Gross**

**Director**

**Division of**

**Wage Determinations**

**Wage Determination No.: 2005-2513**

**Revision No.: 4**

**Date Of Revision: 08/21/2007**

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I (1)	13.74
01012 - Accounting Clerk II	15.43
01013 - Accounting Clerk III	17.26
01020 - Administrative Assistant	22.51
01040 - Court Reporter	16.60
01051 - Data Entry Operator I	12.21
01052 - Data Entry Operator II	13.32
01060 - Dispatcher, Motor Vehicle	19.27
01070 - Document Preparation Clerk	11.98
01090 - Duplicating Machine Operator	11.98
01111 - General Clerk I	10.29
01112 - General Clerk II	12.10
01113 - General Clerk III	14.03
01120 - Housing Referral Assistant	19.91
01141 - Messenger Courier	9.68
01191 - Order Clerk I	12.59
01192 - Order Clerk II	14.68
01261 - Personnel Assistant (Employment) I	14.96
01262 - Personnel Assistant (Employment) II	16.74
01263 - Personnel Assistant (Employment) III	19.53
01270 - Production Control Clerk	20.00
01280 - Receptionist	13.36
01290 - Rental Clerk	14.46
01300 - Scheduler, Maintenance	15.85
01311 - Secretary I	15.85
01312 - Secretary II	17.12
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	17.11
01410 - Supply Technician	22.51
01420 - Survey Worker	16.60
01531 - Travel Clerk I	12.29
01532 - Travel Clerk II	13.23
01533 - Travel Clerk III	14.18
01611 - Word Processor I	12.80
01612 - Word Processor II	14.46

01613 - Word Processor III	16.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.00
05040 - Automotive Glass Installer	21.00
05070 - Automotive Worker	21.52
05110 - Mobile Equipment Servicer	15.77
05130 - Motor Equipment Metal Mechanic	22.55
05160 - Motor Equipment Metal Worker	21.00
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	16.83
05250 - Motor Vehicle Upholstery Worker	20.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	19.09
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	9.05
07042 - Cook II	10.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	8.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.83
11060 - Elevator Operator	8.86
11090 - Gardener	11.52
11122 - Housekeeping Aide	8.75
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.07
11240 - Maid or Houseman	8.04
11260 - Pruner	10.67
11270 - Tractor Operator	11.35
11330 - Trail Maintenance Worker	10.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	15.42
12011 - Breath Alcohol Technician	18.77
12012 - Certified Occupational Therapist Assistant	23.65
12015 - Certified Physical Therapist Assistant	22.03
12020 - Dental Assistant	18.76
12025 - Dental Hygienist	32.85
12030 - EKG Technician	26.26
12035 - Electroneurodiagnostic Technologist	26.26
12040 - Emergency Medical Technician	15.42
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.80
12073 - Licensed Practical Nurse III	20.73
12100 - Medical Assistant	13.54
12130 - Medical Laboratory Technician	17.47
12160 - Medical Record Clerk	14.05

12190 - Medical Record Technician	14.00
12195 - Medical Transcriptionist	14.05
12210 - Nuclear Medicine Technologist	30.47
12221 - Nursing Assistant I	8.82
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	10.92
12224 - Nursing Assistant IV	12.29
12235 - Optical Dispenser	14.48
12236 - Optical Technician	11.39
12250 - Pharmacy Technician	13.14
12280 - Phlebotomist	13.60
12305 - Radiologic Technologist	23.44
12311 - Registered Nurse I	24.31
12312 - Registered Nurse II	29.73
12313 - Registered Nurse II, Specialist	29.73
12314 - Registered Nurse III	35.97
12315 - Registered Nurse III, Anesthetist	35.97
12316 - Registered Nurse IV	43.12
12317 - Scheduler (Drug and Alcohol Testing)	24.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.54
13012 - Exhibits Specialist II	23.51
13013 - Exhibits Specialist III	26.22
13041 - Illustrator I	21.02
13042 - Illustrator II	26.00
13043 - Illustrator III	31.79
13047 - Librarian	31.56
13050 - Library Aide/Clerk	12.64
13054 - Library Information Technology Systems Administrator	23.69
13058 - Library Technician	13.19
13061 - Media Specialist I	15.41
13062 - Media Specialist II	17.71
13063 - Media Specialist III	19.73
13071 - Photographer I	12.76
13072 - Photographer II	15.53
13073 - Photographer III	19.14
13074 - Photographer IV	21.10
13075 - Photographer V	24.60
13110 - Video Teleconference Technician	16.28
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.59
14042 - Computer Operator II	17.44
14043 - Computer Operator III	21.23
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I (2)	22.79
14072 - Computer Programmer II (2)	27.62
14073 - Computer Programmer III (2)	27.62
14074 - Computer Programmer IV (2)	27.62
14101 - Computer Systems Analyst I (2)	27.62
14102 - Computer Systems Analyst II (2)	27.62
14103 - Computer Systems Analyst III (2)	27.62
14150 - Peripheral Equipment Operator	15.59
14160 - Personal Computer Support Technician	24.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	35.31
15030 - Air Crew Training Devices Instructor (Pilot)	38.84
15050 - Computer Based Training Specialist / Instructor	29.32
15060 - Educational Technologist	28.68

15070 - Flight Instructor (Pilot)	38.84
15080 - Graphic Artist	21.95
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	25.20
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.99
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.58
16220 - Tailor	12.35
16250 - Washer, Machine	9.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.04
19040 - Tool And Die Maker	22.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	18.66
21040 - Material Expediter	18.66
21050 - Material Handling Laborer	12.80
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	12.62
21130 - Shipping/Receiving Clerk	12.62
21140 - Store Worker I	9.98
21150 - Stock Clerk	14.47
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.95
23021 - Aircraft Mechanic I	26.69
23022 - Aircraft Mechanic II	27.95
23023 - Aircraft Mechanic III	29.26
23040 - Aircraft Mechanic Helper	18.10
23050 - Aircraft, Painter	19.62
23060 - Aircraft Servicer	20.54
23080 - Aircraft Worker	21.59
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	15.68
23140 - Carpet Layer	15.02
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	22.02
23182 - Electronics Technician Maintenance II	24.38
23183 - Electronics Technician Maintenance III	26.35
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	13.74
23311 - Fuel Distribution System Mechanic	18.10
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	16.09
23380 - Ground Support Equipment Mechanic	26.69
23381 - Ground Support Equipment Servicer	20.54

23382 - Ground Support Equipment Worker	21.59
23391 - Gunsmith I	13.74
23392 - Gunsmith II	15.78
23393 - Gunsmith III	17.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.85
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
19.75	
23430 - Heavy Equipment Mechanic	17.22
23440 - Heavy Equipment Operator	15.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	16.60
23470 - Laborer	11.51
23510 - Locksmith	17.26
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	15.81
23580 - Maintenance Trades Helper	11.79
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	21.83
23640 - Millwright	20.25
23710 - Office Appliance Repairer	17.15
23760 - Painter, Maintenance	14.72
23790 - Pipefitter, Maintenance	20.42
23810 - Plumber, Maintenance	19.53
23820 - Pneudraulic Systems Mechanic	17.51
23850 - Rigger	18.59
23870 - Scale Mechanic	15.78
23890 - Sheet-Metal Worker, Maintenance	16.62
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	19.27
23932 - Telecommunications Mechanic II	20.13
23950 - Telephone Lineman	19.46
23960 - Welder, Combination, Maintenance	15.81
23965 - Well Driller	17.39
23970 - Woodcraft Worker	16.68
23980 - Woodworker	14.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	7.86
24620 - Family Readiness And Support Services Coordinator	10.30
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	16.61
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	13.65
25210 - Water Treatment Plant Operator	16.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.09
27007 - Baggage Inspector	12.79
27008 - Corrections Officer	17.46
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	16.68
27040 - Detention Officer	17.95
27070 - Firefighter	20.40
27101 - Guard I	11.63
27102 - Guard II	16.68
27131 - Police Officer I	25.26
27132 - Police Officer II	28.07

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.83
28042 - Carnival Equipment Repairer	11.61
28043 - Carnival Equipment Worker	8.37
28210 - Gate Attendant/Gate Tender	12.56
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	14.41
28510 - Recreation Aide/Health Facility Attendant	10.25
28515 - Recreation Specialist	13.52
28630 - Sports Official	11.47
28690 - Swimming Pool Operator	17.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.81
29020 - Hatch Tender	15.81
29030 - Line Handler	15.81
29041 - Stevedore I	14.54
29042 - Stevedore II	16.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (3)	34.35
30011 - Air Traffic Control Specialist, Station (HFO) (1)	23.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (1)	26.08
30021 - Archeological Technician I	16.85
30022 - Archeological Technician II	19.45
30023 - Archeological Technician III	23.51
30030 - Cartographic Technician	24.10
30040 - Civil Engineering Technician	23.51
30061 - Drafter/CAD Operator I	17.39
30062 - Drafter/CAD Operator II	19.45
30063 - Drafter/CAD Operator III	21.68
30064 - Drafter/CAD Operator IV	26.67
30081 - Engineering Technician I	14.51
30082 - Engineering Technician II	17.09
30083 - Engineering Technician III	18.21
30084 - Engineering Technician IV	22.56
30085 - Engineering Technician V	27.60
30086 - Engineering Technician VI	33.40
30090 - Environmental Technician	21.07
30210 - Laboratory Technician	19.64
30240 - Mathematical Technician	24.10
30361 - Paralegal/Legal Assistant I	17.84
30362 - Paralegal/Legal Assistant II	22.10
30363 - Paralegal/Legal Assistant III	27.03
30364 - Paralegal/Legal Assistant IV	32.70
30390 - Photo-Optics Technician	24.10
30461 - Technical Writer I	20.45
30462 - Technical Writer II	25.02
30463 - Technical Writer III	29.32
30491 - Unexploded Ordnance (UXO) Technician I	21.83
30492 - Unexploded Ordnance (UXO) Technician II	26.41
30493 - Unexploded Ordnance (UXO) Technician III	31.66
30494 - Unexploded (UXO) Safety Escort	21.83
30495 - Unexploded (UXO) Sweep Personnel	21.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs (1	21.68
30621 - Weather Observer, Senior (1)	21.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.18
31030 - Bus Driver	14.88
31043 - Driver Courier	13.76
31260 - Parking and Lot Attendant	8.63
31290 - Shuttle Bus Driver	14.49



31310 - Taxi Driver	9.76
31361 - Truckdriver, Light	14.49
31362 - Truckdriver, Medium	18.88
31363 - Truckdriver, Heavy	18.50
31364 - Truckdriver, Tractor-Trailer	18.50
99000 - Miscellaneous Occupations	
99030 - Cashier	8.76
99050 - Desk Clerk	9.75
99095 - Embalmer	16.57
99251 - Laboratory Animal Caretaker I	10.05
99252 - Laboratory Animal Caretaker III½ I½	11.00
99310 - Mortician	23.40
99410 - Pest Controller	14.37
99510 - Photofinishing Worker	10.41
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	17.15
99730 - Refuse Collector	13.31
99810 - Sales Clerk	12.41
99820 - School Crossing Guard	9.09
99830 - Survey Party Chief	22.13
99831 - Surveying Aide	12.83
99832 - Surveying Technician	16.12
99840 - Vending Machine Attendant	11.70
99841 - Vending Machine Repairer	14.18
99842 - Vending Machine Repairer Helper	11.67

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

2) Does not apply to employees employed in a bona fide executive, administrative,

or professional capacity as defined and delineated in 29 CFR 541 (See CFR 4.156)

3) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.